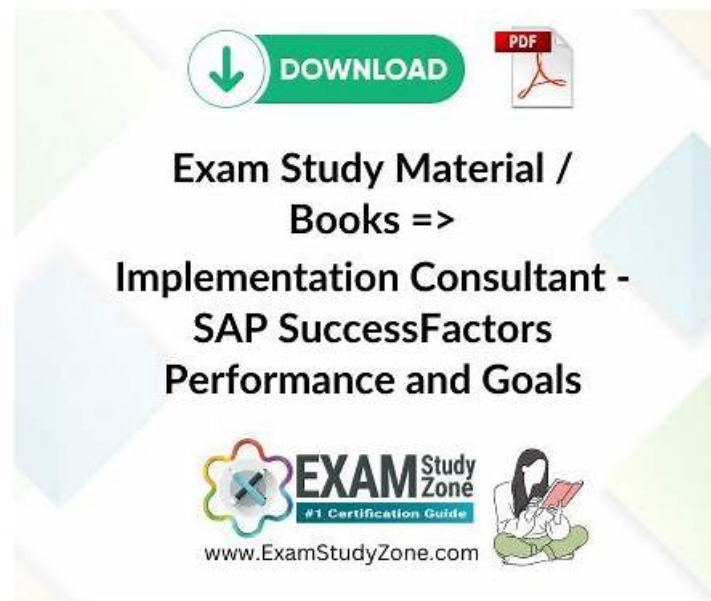


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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which of the following Detailed 360 Report views can you turn on from Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Hidden Strength and Blind Spot view
- B. Graphical Summary view
- C. Rank view
- D. Gap Analysis view

Answer: C,D

NEW QUESTION # 56

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters?

Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- B. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- C. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- D. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.

Answer: A,D

NEW QUESTION # 57

Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code.

What attribute must be shared for all translations of the same competency to meet this requirement?

- A. Category
- B. GUID
- C. ID
- D. Library name

Answer: B

NEW QUESTION # 58

Where can you add and update translations for the section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

- A. In Manage Languages, by adding the translations
- B. In the XML template, by referencing the msgKey
- C. In Manage Form Label Translations, by adding the translations in a CSV file
- D. In Manage Templates, by adding the msgKey

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Translations for section names and descriptions in a 360 Review form can be managed in two ways:

* Option A: By referencing the msgKey in the XML template, translations can be defined and linked to specific section names and descriptions.

* Option B: InManage Form Label Translations, translations can be uploaded via a CSV file, allowing bulk updates for multiple languages.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "Translations for section names and descriptions in 360

Review forms can be managed by defining msgKey attributes in the form template XML, which reference localized strings. Alternatively, administrators can use the Manage Form Label Translations tool to upload translations via a CSV file for efficient management of multiple languages." Explanation of Options:

- * A. Correct: The msgKey in the XML template is used to reference translations.
- * B. Correct: The Manage Form Label Translations tool supports CSV uploads for translations.
- * C. Incorrect: Manage Languages is used for enabling languages in the system, not for adding specific translations for form sections.
- * D. Incorrect: Manage Templates allows configuration of the form but does not directly support adding msgKey for translations.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Localization and Translations," Subsection: "Managing Form Translations" (Q3 2025).

NEW QUESTION # 59

Where can you disable the external email address option to collect feedback related to the Ask For Feedback functionality?

- A. In the form template XML with a specific tag
- B. In Performance Management Feature Settings
- **C. In Form Template Settings**
- D. In Company System and Logo Settings

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The option to disable the external email address for collecting feedback in the Ask For Feedback functionality is configured in Form Template Settings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To disable the external email address option for the Ask For Feedback feature, administrators can configure this setting in Form Template Settings, ensuring that feedback collection is restricted to internal users only." Explanation of Options:

- * A. Incorrect: Performance Management Feature Settings do not control this specific option.
- * B. Correct: Form Template Settings is the correct location.
- * C. Incorrect: Company System and Logo Settings are unrelated to feedback configuration.
- * D. Incorrect: While XML configurations exist, this specific setting is managed in Form Template Settings, not via a tag.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Ask For Feedback Configuration," Subsection: "External Email Settings" (Q3 2025).

NEW QUESTION # 60

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